

ESG: Climate Change Strategy, Greenhouse Gas Inventory and Generation of Positive Social Impact

As a highlight for the quarter, we released our greenhouse gas emission inventory for the last four years, covering scopes 1, 2, and 3. The inventory received the highest governance rating in the external audit conducted by the Verifying Body and was also recognized with the Gold seal of the Brazilian GHG Protocol Program.

ESG | ENVIRONMENTAL, SOCIAL AND GOVERNANCE

ESG: Climate Change Strategy, Greenhouse Gas Inventory and Generation of Positive Social Impact

Following the Climate Change strategy and aligned with the best sustainability and corporate governance practices, Cognia advances the ESG agenda and the generation of added value for its stakeholders and society.

In the climate agenda, we released our inventory of greenhouse gas emissions over the last four years, which covered scopes 1, 2 and 3. Our efforts on this topic received the highest governance rating in the Verifying Body's external audit and were recognized with the Gold seal of the Brazilian GHG Protocol Program, the highest level of qualification, a public recognition of the quality and governance of these indicators.

The second Vasta Educação Sustainability Report was also released during the quarter providing information on the main environmental, social and governance initiatives, such as the publication of its first Greenhouse Gas Inventory; adherence to the UN Global Compact; 3,216 thousand hours dedicated to the Corporate Volunteering program; SOMOS Afro program, exclusive affirmative internship for black people and 29% of the seats in the Board of Directors are held by women.

On the Social agenda, we stress our commitment to development and education in our country, through the Company's social impact platform, made possible by Pitágoras Foundation, Aliança Brasileira pela Educação and SOMOS Institute.

In the last quarter, we highlight the "Educador Nota 10" Award, co-organized by the SOMOS Institute in partnership with the Victor Civita Foundation. This Award recognizes and values teachers, pedagogical coordinators and school managers from Kindergarten to High School in public and private schools across the country. In 2023, with the organization of the Institute, the Award will be aligned with the UN Global Agenda 2030, which encompasses 17 Sustainable Development Goals (SDGs) to combat poverty, ensure rights, promote and combat climate change. In line with these values, the topics of the 25th edition of the Award were categorized into three fronts: Human Rights, Innovation, Technology and Sustainability. Over 2,600 projects from all over the country were registered in the selection process, which consisted of 4 phases: Screening, Technical Evaluation Committee, made up of 22 selectors, reference professionals in Brazilian education and, on October 25, we will know the 1st, 2nd, 3rd places in each thematic axis of the award. Among the 1st places, during the presentation to a Panel of Judges made up of experts and personalities from Basic Education, we will meet the "Grade 10 Educator".

The winning projects stand out for their pedagogical intentionality and good educational practices that can now be shared on networks, thus becoming public as a contribution to education within our country.

All information about Cognia's ESG agenda strategy is shared on the website: esgcogna.com.br, where you can access quarterly indicators, greenhouse gas inventory, the 2022 Sustainability Report and other relevant information to our stakeholders.

Details of the main ESG indicators can be found in Exhibit 8 of this report.

EXHIBIT 8 – ESG INDICATORS

MAIN INDICATORS

In line with the topics identified in the materiality process, we present the most relevant indicators for Cognia on a quarterly basis. Full consolidated information can be found in our Sustainability Reports on the page: <https://esg.cogna.com.br/>

ENVIRONMENTAL

Water intake ³								
SDGs	GRI	Indicator	Unit	3Q23	3Q22	HA%	2Q23	HA%
3, 11, 12	303-3	Total water intake	m ³	100,110	128,906	-28.76%	122,755	-22.62%
		Groundwater	%	38.92%	41.76%	-2.8 p.p	30.40%	8.5 p.p
		Municipal supply	%	61.08%	58.24%	2.8 p.p	69.60%	-8.5 p.p

Internal energy consumption								
SDGs	GRI	Indicator	Unit	3Q23	3Q22	HA%	2Q23	HA%
12, 13	302-1	Total energy consumed	GJ	38,443	36,739	4.43%	39,371	-2.41%
		Energy from renewable sources ⁴	%	86.00%	86.00%	0.00%	83.00%	3 p.p.

Highlights and observations:

In the third quarter, operations at the Anglo Tamandaré unit were closed due to the inauguration of the Anglo Paulista unit, which was under construction throughout the first half of the year. The building has modernized facilities and offers greater mobility for students.

SOCIAL

Diversity in the staff by functional category ⁵								
SDGs	GRI	Indicator	Unit	2Q23	2Q22	HA%	1Q23	HA%
5	405-1	C-level – Female	%	17%	14%	2.38 p.p	15%	1.67 p.p
		C-level – Male	%	83%	86%	-2.37 p.p	85%	-1.66 p.p
		C-level – total	no.	12	14	-16.67%	13	-8.33%
		Leadership (≥ manager) – Female	%	45%	46%	-0.77 p.p	46%	-0.77 p.p
		Total - Leadership (≥ manager) – Male	%	55%	54%	0.77 p.p	54%	0.77 p.p

³ The consumption totals were obtained from the corresponding bills from the supply companies. Our units are located in metropolitan regions and urban centers. The dry period considered predicts the rainfall regime used in the generation of hydroelectric electricity. We carry out the raising through the purchase via sanitation companies or contracts with companies for the management of artesian wells.

⁴ Energy acquired in the free market environment has 100% incentive, coming from alternative sources and therefore is considered a renewable source.

⁵ Advisors, apprentices and interns were not considered in the total number of employees.

	Leadership (≥ manager) ⁶ – Total	no.	619	617	0.32%	615	0.65%
	Academic staff – Female	%	55%	55%	-0.06 p.p	55%	-0.06 p.p
	Academic staff – Male	%	45%	45%	0.05 p.p	45%	0.05 p.p
	Academic staff ⁷ – Total	no.	9,435	10,123	-7.29%	8,999	4.62%
	Administrative Operational – Female	%	69%	69%	-0.01 p.p	69%	-0.01 p.p
	Administrative Operational – Male	%	31%	31%	0.01 p.p	31%	0.01 p.p
	Administrative Operational ⁸ – Total	no.	14,599	13,447	7.89%	14,171	2.93%
	Employees – Female	%	63%	62%	0.99 p.p	63%	-0.01 p.p
	Employees – Male	%	37%	38%	-0.99 p.p	37%	0.01 p.p
	Employees – Total	no.	24,665	24,201	1.88%	23,798	3.52%

* Advisors, apprentices and interns were not considered in the total number of employees.

Highlights and observations:

In the third quarter of 2023, an oscillation of less than 1 percentage point was recorded in the female leadership indicator in comparison with the same period of 2022. To drive the evolution of this indicator, we maintain actions to attract, engage, retain and professionally develop women.

Social impact*						
SDGs	GRI	Indicator	Unit	1H23	1H22	2022
4, 10	103-2, 103-3, 203-1, 413-1	Social projects	no.	294	219	1,056
		Benefited people	no.	33,844	56,524	233,096
		Students and faculty involved	no.	7,087	8,309	36,765
		Academic volunteering	Hours	9,928	12,400	111,375
		Corporate volunteering	Hours	1,288	1,620	3,216

*Indicators presented progressively, i.e., they refer to the accumulated total since the beginning of the year, therefore we do not present the changes related to previous periods.

Highlights and observations:

- Since 2017, we have maintained our Social Project Management System, which enables the monitoring, improvement and transparency of the social projects carried out by our Higher Education Institutions, as well as the sharing of good practices in our network. Major projects are published on the website of the Brazilian Alliance for Education – an intersectoral movement in favor of Education in the country, led by Kroton.
- We encourage the realization of social projects that serve communities located around our campuses

⁶ Management, senior management and leadership positions without direct reporting to the CEO (regional executive boards, unit executive boards and vice-presidencies).

⁷ Coordination of courses, professors and tutors.

⁸ Corporate coordination, specialists, assistants and analysts.

through service learning, experiential education for students to get involved in activities that meet human and community needs, as well as opportunities for reflection aimed at achieving the desired learning results.

- We run a Corporate Volunteer Program at Somos Futuro, Instituto SOMOS, which enables students from public schools to attend high school at one of our partner educational institutions. Our **employees participate as interviewers** in the candidate selection phase and can accompany the full education path of students, **acting as mentors**.

Health and Safety								
SDGs	GRI	Indicator	Unit	3Q23	3Q22	HA%	2Q23	HA%
3	403-5, 403-9	Units covered by the Risk Management Program (PGR)	%	100.00%	100.00%	0.00%	100.00%	0.00%
		Employees trained ^[1]	number of people	4,667	8,322	-78.32%	10,029	-114.89%
		Average hours of health and safety training per participant ¹¹	number of hours	2.87	2.29	20.21%	1.30	54.70%
		Accidents with and without leave	no.	15	N/A	N/A	12	20.00%
		Accident frequency rate ¹²	rate	1.55	2.37	-52.90%	1.25	19.35%
		Accidents with serious consequences ¹³	no.	0	N/A	N/A	0	0
		Rate of accidents with serious consequences ¹³	rate	0.00	0.00	0.00%	0.00	0.00%
		Compulsory reporting accidents ¹⁴	no.	5	N/A	N/A	8	0
		Compulsory reporting accident rate ¹⁴	rate	0.52	1.24	-138.46%	0.83	-59.62%
		Occupational Accident deaths	no.	0	N/A	N/A	0	0
		Death rate ¹⁵	rate	0.00	0.00	0.00%	0.00	0.00%

NA: Not available: quarterly disclosure started in the second quarter of 2023. Disclosure was previously made annually through the Sustainability Reports of the respective reporting cycles.

*The main causes of occupational accidents were: impacts against a stationary object, accidental contact, impact suffered in areas of internal and external circulation, causing cuts/perforations, abrasions, bruises and sprains.

Highlights and observations:

The increase in the number of hours of health and safety training per participant in the quarter is related to the increase in fire brigade training during the period, which has a greater workload – following municipal legislation.

GOVERNANCE

Diversity in the Board of Directors (Gender)								
SDGs	GRI	Indicator	Unit	3Q23	3Q22	HA%	2Q23	HA%
5	405-1	Members	no.	5	5	0.00%	5	0.00%
		Women	%	40.00%	0.4	0 p.p.	40.00%	0 p.p.

Highlights and observations:

- 60% of the seats in the Cognia’s Board of Directors are held by people belonging to minority groups such as women, LGBTQIAP+. One of the goals of the **Cogna Commitments for a Better World** was to have these audiences represented by at least 1/3 of the positions by 2025. The target was reached and surpassed in 2022, when there was an election for the new Board, which has a term of office until August 2024.

Ethical behavior								
SDGs	GRI	Indicator	Unit	3Q23	3Q22	HA%	2Q23	HA%
16	2-25	Cases registered in the Confidential Channel	no.	203	N/A	N/A	187	7.88%
10	406-1	Complaints about discrimination received in the Confidential Channel	no.	5*	N/A	N/A	8	-60.00%
		Confirmed cases of discrimination	no.	0	N/A	N/A	5	-100.00%
5	405-1	Employees trained on anti-corruption policies and procedures	%	100%	1	0 p.p.	100.00%	0 p.p.
		Transactions subject to corruption-related risk assessment	%	100%	1	0 p.p.	100.00%	0 p.p.
		Confirmed cases of corruption	no.	0	0	0.00%	0.00%	0.00%

NA: Not available: quarterly disclosure started in the second quarter of 2023. Disclosure was previously made annually through the Sustainability Reports of the respective reporting cycles.

*Of these five, 4 complaints are in the investigation/verification process.

Highlights and observations:

In the third quarter, we continued a literacy and engagement program lead of Cognia’s leadership with a workshop on discrimination, moral harassment and sexual harassment, started in the second quarter. The workshop presents the topic through concepts and practical examples and reinforces the existence of the Cognia Confidential Channel for reporting any situation involving discrimination, harassment and deviations from the Code of Conduct. It also highlights the guarantee of confidentiality and details the full process for investigating the reports received.

- In September, Cognia’s first Compliance Week was held in on campus and online actions, covering topics related to the Code of Conduct and Anti-Corruption Policy. The action included the following activities:
- Women’s conversation round to discuss discrimination, moral harassment, sexual harassment and how to report such situations. The chat lasted 1:30 and was attended by around 1,000 employees.
- In-person event at the corporate office in São Paulo, where employees were able to test their knowledge of the Company’s Code of Conduct through a Quiz Show. The event lasted 3 hours and was attended by 380 employees.
- Chat about the Anti-Corruption Law and Escape Room simulation. The chat lasted 1 hour and was attended

by around 850 employees.

- In-person event at the corporate office in Valinhos, where, through a Quiz Show, employees were able to test their knowledge of the General Data Protection Law (LGPD). The event lasted 3 hours and was attended by 550 employees.
- Chat about Social Networks and other sharing forms. The event lasted 1:30 and was attended by around 1,000 employees.

All initiatives are aligned with our commitment to fostering the principles of integrity and anti-corruption, expressed in the Cognia Commitment for a Better World, and reinforced by adherence to the Global Compact's 100% Transparency Movement.

Compliance ⁹								
SDGs	GRI	Indicator	Unit	2Q23	2Q22	HA%	1Q23	HA%
16	307-1, 419-1	Fines for social economic non-compliance	R\$'000	0	0	0%	0	0%
		Non-financial sanctions for social economic non-compliance	no.	0	0	0%	0	0%
		Fines for environmental non-compliance	R\$'000	0	0	0%	0	0%
		Non-financial sanctions for environmental non-compliance	no.	0	0	0%	0	0%

Highlights and observations:

- We did not record significant fines or sanctions related to economic and social aspects, except for the normal course of business. Cognia has been working strongly on the preventive labor front, having mapped the main causes of contingencies and outlined robust action plans to manage this risk with revisions and adjustments to procedures.
- During the year, there was no record of significant fines or administrative and judicial sanctions for non-compliance with environmental laws and/or regulations.

Customer data privacy								
SDGs	GRI	Indicator	Unit	3Q23	3Q22	HA%	2Q23	HA%
16	418-1	External complaints proven by the organization	no.	280	N/A	N/A	328	-17.14%
		Complaints received from regulatory bodies or similar official bodies	no.	0	0	N/A	1	-100.00%
		Identified cases of leakage, theft or loss of customer data	no.	0	0	N/A	0	0.00%

⁹ Considering only significant cases, that is, processes that damage the image of Cognia and its subsidiaries, leading to the interruption of operations or whose amounts involved are above R\$ 1 million.